

I offer this testimony in support of HB No. 5210, AAC Various Pay Equity and Fairness Matters. I am pleased that the Committee on Labor and Public Employees is considering this bill. I join CWEALF (the Connecticut Women's Education and Legal Fund) in endorsing HB No. 5210. It is important to prohibit employers from requesting salary histories before they negotiate employment offers with compensation.

I am a retired attorney who was hired for seven legal positions throughout my career. In fact, my first position after I graduated from The University of Connecticut School of Law in 1978 was in the Legislative Commissioners' Office here. While that was an entry-level job with a set salary, several of my other jobs in public service and at a university had a salary range. As was and is customary, my salary was—at least in part—based on the salary of my prior job. Application forms generally asked me to provide my salary history, including that of my then-current job, before employment offers with compensation were made. While I will never know, it is possible that I earned less in 3 positions, where the salary was flexible, than I would have if my prior salaries had been higher.

I am aware of studies showing that the common practice of asking job applicants to provide salary histories is a major factor in women being paid less than men for the same position. I strongly hope that this is, as we used to say in LCO, "a bill whose time has come." Thank you for considering my thoughts.

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